

The CATHOLIC LABOR NETWORK

September 26, 2025

President Thomas Poon
cc: Loyola Marymount University Board of Trustees

Dear Mr. Poon,

The recent decision of the Board of Trustees to end collective bargaining with the union selected by its contingent faculty puts Loyola Marymount University at odds with well-established Catholic Social Teaching. We urge the board to reconsider and select a course more consistent with the university's Catholic identity.

Catholic Social Teaching from the time of Pope Leo XIII's 1891 Encyclical *Rerum Novarum* [49] has been very clear: workers have the right to organize in trade unions to bargain collectively. As reaffirmed in *Gaudium et Spes*, "Among the basic rights of the human person is to be numbered the right of freely founding unions for working people [68]." The right to organize is a gift of God, not of the NLRB. And indeed, in their 1986 pastoral letter on the economy, *Economic Justice for All*, our nation's Catholic bishops taught that "All church institutions must also fully recognize the rights of employees to organize and bargain collectively with the institution through whatever association or organization they freely choose [353]."

Catholic Social Teaching does not require that a Catholic employer grant every economic demand made by its employees, but it does call for such an institution to bargain with the representatives that its employees have chosen. We prayerfully request that you honor the Loyola Marymount University's Catholic identity by returning to the bargaining table as Catholic doctrine requires.

Yours respectfully in Christ,



Aimee Shelide Mayer
Interim Executive Director
aimee@catholiclabor.org
615.669.4694



Chuck Hendricks
Board President
chendricks@unitehere.org
917.692.7939